

# Contract talks with El Super intensify

**Emotional rally in LA shows that workers  
are willing to do whatever it takes to win**

## Rock & Roll

*This year's Steward Conference featured longtime union activist, and musician Tom Morello.*

Pages 10-12



## Signed & Sealed

*Another win in arbitration ends Albertsons practice of quashing overtime on 6th day.*

Page 4



## Spic & Span

*UFCW volunteers take on some heavy duty cleaning at the USS Iowa to honor U.S. military veterans.*

Pages 14-15







- 5** | **Sec.-Tres. Report**  
Member surveys help in preparing for negotiations in 2014.



- 6** | **Yesterday's News**  
Lab tech at a nuclear plant dies trying to make changes at work.



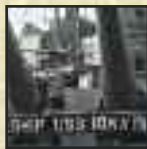
- 7** | **Member Feature**  
Brian Lee-Pharmacy Tech filling prescriptions at Kaiser.



- 10** | **2013 Steward Conf.**  
Coverage of the annual Steward's Conference held this Sept.



- 13** | **Hot Topics!**  
Holiday pay and holiday week overtime for food division workers.



- 14** | **Elbow Grease**  
Local members volunteer to clean the USS Iowa in honor of U.S. vets.



- 16** | **Fight for your rights!**  
El Super employees rally in front of a store for a better contract.



- 18** | **Word on the Street**  
We asked El Super members what a union contract means to them.



☐ Withdrawal Card Request

☐ Change of Address Form

Member's name: \_\_\_\_\_

SSN: \_\_\_\_\_ DOB: \_\_\_\_\_

Address \_\_\_\_\_

City \_\_\_\_\_ zip \_\_\_\_\_

Phone # \_\_\_\_\_

email \_\_\_\_\_

If requesting withdrawal, what was your last day worked? \_\_\_\_\_

**If we don't know where you live or how to reach you, there's no telling what you might miss out on in the future.**

## U have to tell us!

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# President's Report

## Holiday season reminds us to thank the ones who sometimes get forgotten

We've survived another year fraught with challenges that nobody predicted. But the older I get the more I subscribe to the philosophy that it's not the problem or its outcome that determines the strength of a person or organization. But rather it is the way we respond to a crisis that reveals more about our character than anything else.

History books are filled with examples of those who have made an indelible impact and the hurdles they had to overcome before their moments of greatness. The names are extensive and include those whose contributions instantly provoke images and emotions. Gandhi, Martin Luther King Jr., and Nelson Mandela fought their battles as battalions of media looked on eager to report the next chapter of world progress to millions. Accordingly we honor them with national holidays, currency adorned with their likeness or even grand statues in museums.

But it also includes many who never had the benefit of a media-savvy assistant skilled at garnering attention from those who spread the word.

The number of people throughout history who have contributed at least as much to human progress as those I just named dwarfs that of history's celebrity status personalities.

The evolution of our union is strikingly similar to that of the nation. The leaders who helped shape who we are now. A few of the officers and a handful of the more outspoken members have been recognized with write ups or photos that document their contributions for our archives.

But given the frequency with which Labor is attacked these days it is sometimes inevitable that some whose contribution is consistent and continuing are lost in the midst of people slated to get public accolades.

They include:

The many that follow our activities with fervor and join our rallies and marches. They help bolster the body count we need to show that our numbers are substantial—a point taken to heart by elected officials and corporate PR departments

eager to dismiss us as irrelevant.

Our 324 retirees who show up at the union hall weekly to prep the room for luncheons or meetings. Without their help, hundreds of personal relationships among current and former members of our union might never have happened at all.

The hundreds who answer the call to contact their elected representatives and ensure that Labor's voice is loud and clear to those who make the laws.

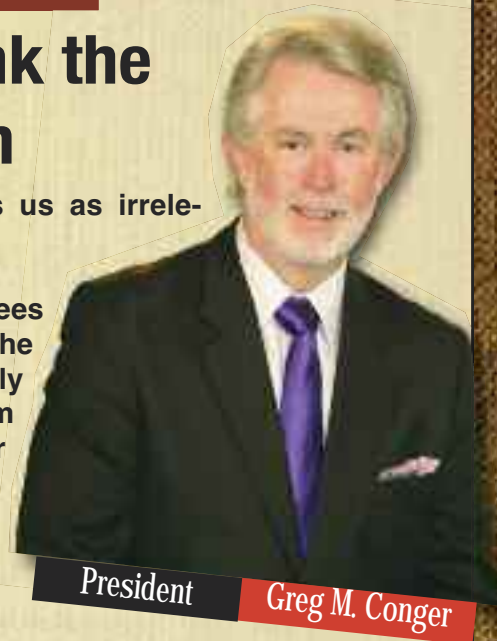
The countless members and their families who phone bank and precinct walk that fall into the same category—providing a vital link to office holders.

Rank and file members who visit the non-union El Super stores and speak with workers about the value of union membership.

And let's never forget the former and current members of our armed forces. So many are their numbers among family and friends that it is easy to forget their sacrifice. Veterans Day should not be the only day to thank them, but it is the one day when we can make it a big deal.

Our union's region-wide effort to increase the public profile of our appreciation comes at a time when our returning veterans should know the full extent of our gratitude. We mustn't just assume that they are aware.

And as always, allow me to extend to all of Local 324 a Merry Christmas and Happy New Year.



President  
Greg M. Conger

A handwritten signature in black ink that reads "Greg". The signature is written in a cursive, flowing style.

# Arbitrator favors Union in dispute with Albertsons;

*Case centers on differing interpretations of contract changes negotiated last cycle*

Have you ever wondered why legal contracts include so many words? "Legalese" as the language on such contracts is often referred to is characterized by detailed explanations of even the simplest terms, long cumbersome sentences, and an endless amount of commas. Lawyers argue that their affinity for lengthy verbiage is necessary to avoid confusion when a contract's terms and conditions become legally enforceable.

Sometimes, however, even the most detailed legalese still leaves room for two separate parties to read the same paragraph and conclude two different meanings. In a recent dispute between the big three food employers and all six Southern California UFCW locals, that is exactly what happened.

Fortunately for members, the decision issued in arbitration against Albertsons in October was a complete validation of the union's interpretation of the language.

Albertsons, the employer that can least afford a sizeable financial hit at the moment, will now have to undertake the costly endeavor of issuing checks to the hundreds, maybe thousands, of members who are owed back pay as a result of the decision.

## What happened?

This particular disagreement centers around the longstanding contractual requirement that employers pay overtime for hours worked on the sixth day in a holiday work week. The paragraph in question was rewritten in the last negotiating cycle at the employers' request.

Management asked that special consideration be given for weeks that included holidays. During subsequent give-and-take at the bargaining table, union negotiators agreed to management's request to slightly alter the sixth day overtime policy.

This is where the varying interpretations arise about what that change actually included.

The UFCW locals insisted the change was meant to relax the contractual requirement that a holiday for which a member is not scheduled to work but that falls during the week not be counted as a

workday when determining sixth day overtime pay. For example, if a member worked Tuesday through Friday but not the Monday holiday, then the new language would not require overtime pay if that member also worked Saturday. Any work over eight hours or in excess of forty hours a week would still incur overtime.

The employer's position was that the contract change exempted holidays from being counted altogether, meaning a member could work Monday through Friday and pick up an additional shift Saturday without earning any overtime pay.

Although the dispute appears minor at first, the time it has taken to work its way through the legal process will prove costly for Albertsons as it continued to pay its employees based upon its flawed interpretation of the language from 2011 to the present.

Both Vons and Ralphs, though aware of the arbitration decision against Albertsons, have still not decided whether they will abide by the October decision or move forward with separate arbitration cases of their own.

"A couple of members had come to us with an overtime pay issue and when we looked into their claim, we found that it was a new policy on the part of Albertsons, Ralphs, and Vons," said Field Director Chuck Adinolfi

Adinolfi said it wasn't until the union investigated, that it discovered the employers were misinterpreting the new contract language.

Subsequent investigation uncovered the extent of the practice and the six Southern California locals quickly opted to take the issue to arbitration.

"There was no malice on their part," Adinolfi said. "They honestly believed that the new contract did not require overtime. They were wrong."





## Secretary-Treasurer's Report

### *Members drive negotiations priorities through detailed questionnaire*

As is customary, we began preparing for the 2014 Retail Food and Meat negotiations by sending out a contract questionnaire. We also provided the questionnaire electronically on our website. Many members responded and each questionnaire and comment was read and tabulated. Members shared their thoughts about health care, pensions, transfers, scheduling, and wages amongst other issues.

Medical benefits are always an issue as we prepare for negotiations. This year, the effect of the Affordable Care Act (Obama Care) upon our health plans is clearly a concern. While Obama Care affords many positives for the overall population, our Retail Food members generally have better health care than what is offered through the exchanges. Maintaining these superior benefits and assuring they remain affordable will be a top priority in 2014.

Everyone looks forward to collecting the pension they have worked so long and hard for. The stock market has been up and investments are good. This doesn't mean that maintaining the pension is easy or without cost increases. Our pension plan survives based on projections of investments, hours worked, mortality and retirement rates, etc. We have experts who analyze all of these factors to assure that the contributions we negotiate each contract are sufficient. Unfortunately, it is almost impossible to predict hours worked and when a company lays off workers or closes stores, the amount of money going into the plan diminishes significantly and this in turn affects the overall funding of the pension. Negotiating adequate increases to maintain the pension plan will also be a priority in 2014.

The issue of transfers and opportunities for working closer to home was expressed in numerous questionnaires. Gas prices are up, car maintenance is high, and traffic keeps getting worse. A more easily man-

ageable commute is an important variable toward maintaining a healthy work-life balance. In past negotiations, we have made proposals addressing this possibility, however; the companies' response is often to increase travel limits. This is unfortunate since it seems fairly logical that if your commute is less stressful, then your attitude at work is better. We will continue to impress upon the companies the fairness of this proposal.

Wage increases were on everyone's list, and with the California minimum wage set to rise in July 2014 and January 2016, we must negotiate fair increases for our newer members. With all costs rising however, we recognize that all members are looking for wage increases. This is especially true in light of the ever-increasing amounts of work expected of grocery employees who experience chronic understaffing.

We appreciate all the input offered in the contract questionnaires. Your expectations are reasonable and defensible. These issues will be brought to the bargaining table. But, remember the most important work toward achieving a fair contract takes place in the stores. Your daily words and actions matter and your demonstrations of solidarity and unity will make the difference. This is your contract and these are your proposals. We are prepared to negotiate for a fair and equitable settlement. It is important you are prepared as well.

**Secretary-Treasurer** *Andrea Zinder*





## A Martyr in the Nuclear Age

—By Matthew Hart

Shortly after 7:00 pm on Nov. 13, 1974, Karen Silkwood left from a union meeting at Hub Café in Crescent, Oklahoma, to meet a New York Times reporter and union officials in Oklahoma City, Oklahoma, just 30 miles away. The purpose of the meeting was to discuss employees' exposure to radiation at the Kerr-McGee Cimarron plant where Silkwood was employed. She would never arrive to the meeting. At about 8:00 pm, a truck driver discovered her vehicle just seven miles from the café. Her Honda Civic had been run off the road, crashing into a culvert, and Karen Silkwood was pronounced dead at the scene. While police suggested she fell asleep at the wheel, pointing to the discovery of Quaaludes and marijuana in the vehicle, her friends and family claimed her death was no accident. Threats on Silkwood's life had been made prior to her death, and documents known to be in her possession were missing from the vehicle. Mystery and suspicion still surround her death today with many speculating that someone's attempt to silence her cost Karen Silkwood her life.

Silkwood worked as a Lab Technician for the Kerr-McGee plutonium plant near Crescent. The plant was one of two commercial plutonium plants in the country. Silkwood began working in the plant in Aug. of 1972. By November, she had participated in a 10-week strike, and her involvement led to her election onto the union's bargaining committee, the first woman ever to achieve that position in the plant.

In spring of 1974, Kerr-McGee sped up its production, extending shifts to twelve hours and workweeks to seven days, resulting in hazardous spills and contamination. Concerns regarding these conditions led Silkwood to testify before the Atomic Energy Commission. Additionally, Silkwood began to gather evidence she planned to give to a New York Times reporter regarding unsafe working conditions at Kerr-McGee.

On November 5, 1974, as Silkwood was ending her shift, she performed a routine self-check and discovered that she

had been contaminated. The next two days produced similar results, despite having no contact with plutonium. Inspectors checked her apartment only to discover her entire apartment had been contaminated, especially her kitchen and bathroom. Management at Kerr-McGee suggested that Silkwood contaminated herself in order to portray the company in a negative light.

Shortly before leaving the café on November 13, 1974, Silkwood told friends that someone deliberately contaminated her. Her only salvation was that the documents in her possession would expose the company's illegal activities. However, after the accident, the papers in her possession disappeared. Additionally, despite claims by police that she fell asleep at the wheel, fresh dents were discovered on her car's rear bumper, suggesting she was hit by another vehicle.

Within days of her death, union officials sent telegrams to the Justice Department and the Atomic Energy Commission to begin an immediate investigation. The Atomic Energy Commission and the State Medical Examiners requested analysis of Silkwood's organs and discovered much of the radiation was in her lungs and in her gastrointestinal organs. Further investigations found that 44 to 66 pounds of plutonium had been missing from the plant.

Her family sued Kerr-McGee for negligence, but settled out of court for nearly two million dollars. As a condition of the settlement, Kerr-McGee would not admit any wrongdoing. Despite Kerr-McGee's ability to escape public admission, this victory would be short-lived. In 1983, Karen Silkwood's life and death were turned into the movie *Silkwood*. The film not only portrayed the company as the villain who may have been responsible for her death, but also Karen Silkwood as a working-class hero. For many, the motion picture turned her into a martyr for the anti-nuclear movement. Silkwood symbolized not only the lengths the industry was willing to go to protect its secrets, but also the bravery required by individuals to stand up and speak out against such industrial injustices.





# Member Brian Lee credits Kaiser's management philosophy for boosting efficiency and job satisfaction

**W**orking at the Kaiser Permanente Central Refill Pharmacy (CRP) in Downey is not exactly what Brian Lee envisioned when he graduated from the Health Staff Institute in 1998 with his Pharmacy Technician credential.

Today, there is no other pharmacy where Lee would rather work.

The CRP is unique amongst pharmacies in that it services all its customers exclusively by mail. This includes all mail orders and the roughly 140 Kaiser pharmacies in Southern California.

The CRP's 250 or so employees fill on average about 50,000 prescriptions a day. "That's on average," said Lee with pride. "Monday and Tuesday are heavier days. Upwards of 60,000 prescriptions can get filled on those days."

What allows for the extreme efficiency of the 100 percent unionized staff at the CRP is the unique relationship the 200 or so UFCW 324 members have with management.

Two pharmacy technicians and two pharmacy assistants (the worker representative group) along with a couple of representatives from management and usually a representative from human resources, who acts as a facilitator or ombudsperson, regularly meet to discuss the state of the CRP and its daily functions.

This unique arrangement, what Kaiser refers to as Unit Based Teams (UBT), is not exclusive to the CRP. In-

stead, it functions as a byproduct and standard operational component for all workers represented by bargaining units affiliated within the national Labor Management Partnership (LMP) or what all parties involved commonly refer to as the "Coalition".

The Coalition (LMP) covers some 100,000 union members in California, Colorado, Georgia, Hawaii, Maryland, Oregon, Virginia, Washington, and the District of Columbia.

The Coalition's formal national labor alliance provides a healthy dose of bargaining leverage for all the unions belonging and through its creation of UBT's allows for its



Lee, an original member (2007) of the worker representative group for the Unit Based Team (UBT) at Kaiser's Central Refill Pharmacy (CRP) in Downey, stepped down in 2011, but not because he was dissatisfied or looking to lessen

his responsibilities to his union or the CRP.

"I fully endorse the UBT concept," said Lee. "I stepped away with the idea of getting other pharmacy techs involved and part of the process."

Lee currently serves as one of the five 324 shop stewards at the CRP, a post he has held since 2009.

He is passionate about being a

**"I am grateful to be full time at the CRP and protected by a strong union contract. I can't overstate that enough!"**

**—Steward Brian Lee**

unions' rank-and-file members and their local representatives to have a say in the daily operations of their respective workplaces.

"The UBT's have been great," said Union Representative Debbie Watts. "They afford our members with an equal voice regarding the operations of their worksites and management with a comfortable means to consider members' views concerning procedures and protocols."

steward and thoroughly enjoys his job at the CRP.

"I am very grateful for where I work, to be full time at the CRP and protected by a strong union contract. I can't overstate that enough! So, it's good to be able to give back as a steward," said Lee.

Brian Lee has been employed at the Kaiser CRP and a UFCW 324 member since 1998.



# Dozens arrested as Walmart workers and supporters protest poverty wages

**M**ore than 600 Walmart workers, clergy, and community supporters demonstrated outside Walmart's Neighborhood Market in Chinatown on the evening of Nov. 7.

About 20 Local 324 members, family, and friends took part in the event in support of Walmart workers. A Latin band played from the back of a flatbed truck as protestors gathered, with many dancing and chanting contagiously to the music.

By the time Los Angeles County Labor Fed Executive Director Maria Elena Durazo and Walmart worker Anthony Goytia addressed the crowd, the demonstrators were in a frenzy, demanding the nation's largest employer pay its employees livable wages.

Police arrested 54 protestors, including many Walmart workers and Local 324 Organizing Director Gilbert Davilla, after they refused to disperse. The arrestees sat in a circle as about 100 police officers in full riot gear surrounded them, while helicopters buzzed overhead. The rest of the crowd was corralled onto the



sidewalk across the street from the Walmart market.

As the evening moved from dusk to dark, the demonstration also transitioned



from a neighborhood street celebration to a solemn reminder of the negative impact multinational corporations are having on local communities.





# Unknown impact of reform looms large as Kaiser stewards convene for conference

**O**ne union member summed it up by saying that it seemed like the whole country was holding its breath to see what is behind door number three.

And so, amidst an atmosphere that ranged from uncertain to anxious about the possible effects of Obamacare upon their future, more than 100 stewards from Kaiser Permanente facilities through out Southern California convened in Buena Park for their 5th annual steward conference on Nov. 6. Many came with the goal of learning more about what to expect as the Affordable Care Act takes effect. As one of the nation's largest providers, Kaiser's future will be tied directly to the popularity of the new system as millions of previously uninsured Ameri-



Kaiser Permanente union stewards from UFCW Local 324



cans enroll in new health plans.

Most stewards appeared to get what they needed as guest speakers touched upon various aspects of Obamacare.

Zeth Ajemian, Director of Workforce Planning and

Development for Kaiser's Southern California region, shared detailed projections by Kaiser's actuaries and financial experts for patient growth as well as anticipated changes to the company's workforce in the coming years.

The pointedly frank presentation revealed Kaiser's cautiously optimistic assessment of its short-term growth.

Steward Elise Parsons said that hearing Kaiser had studied the potential impact of

Obamacare on the company was reassuring.

"I got a lot of good information about where we fit into the Obamacare plan . . . I didn't know Kaiser's position in all this and it's good to know. And the workforce forecasting was really interesting," Parsons explained.

One exercise that appeared to provoke some spirited discussions came when the stewards were broken down into groups. They then were assigned the roles of management and labor and given hypothetical scenarios designed to complicate negotiations.

"Sometimes we just think about what we didn't get in the contract and don't think about the process and what it takes to get there," said new steward Lenden Anderson. Many left feeling satisfied that the conference prepared them for what lies ahead in the next few months. More than a few, however, said that they expect it to take as much as a year for the dust to settle and for the unknown to reveal itself.



*Upper Left: Members confer during an exercise designed to illustrate some of the challenges inherent in collective bargaining. Within the allotted 15 minutes, several teams had reached an impasse in their negotiations.*

*Left: Mike Hurly gave a presentation that outlined the Coalition's prognosis for the future.*

*Above: Members put their hands in the air and rock from side to side during a brief presentation that emphasized the value of physical activity as a way to break up the workday and improve productivity.*





# Ma

## Leaders call on rank-and-file to when needed and to report contr



**F**or the first time in its relatively short history, Local 324's Annual Stewards Conference exuded a decidedly casual aura. Gone were the usual coats and ties and other formal regalia that has traditionally marked the affair. Instead, union staff donned flower lays and sunscreen to create a more casual atmosphere for the roughly 450 stewards in attendance.

The more relaxed environment provided a contrast to the serious nature of the information conference organizers conveyed to the group commonly referred to as the "eyes and ears of the union."

If anyone thought that In-n-Out burgers and a rock concert would distract 324 stewards from the important matters of the day, they were clearly mistaken.

Much of the day was spent preparing the guests for what promises to be a difficult negotiating session with the major retail food employers. As if the sputtering and still un-





# Making Waves

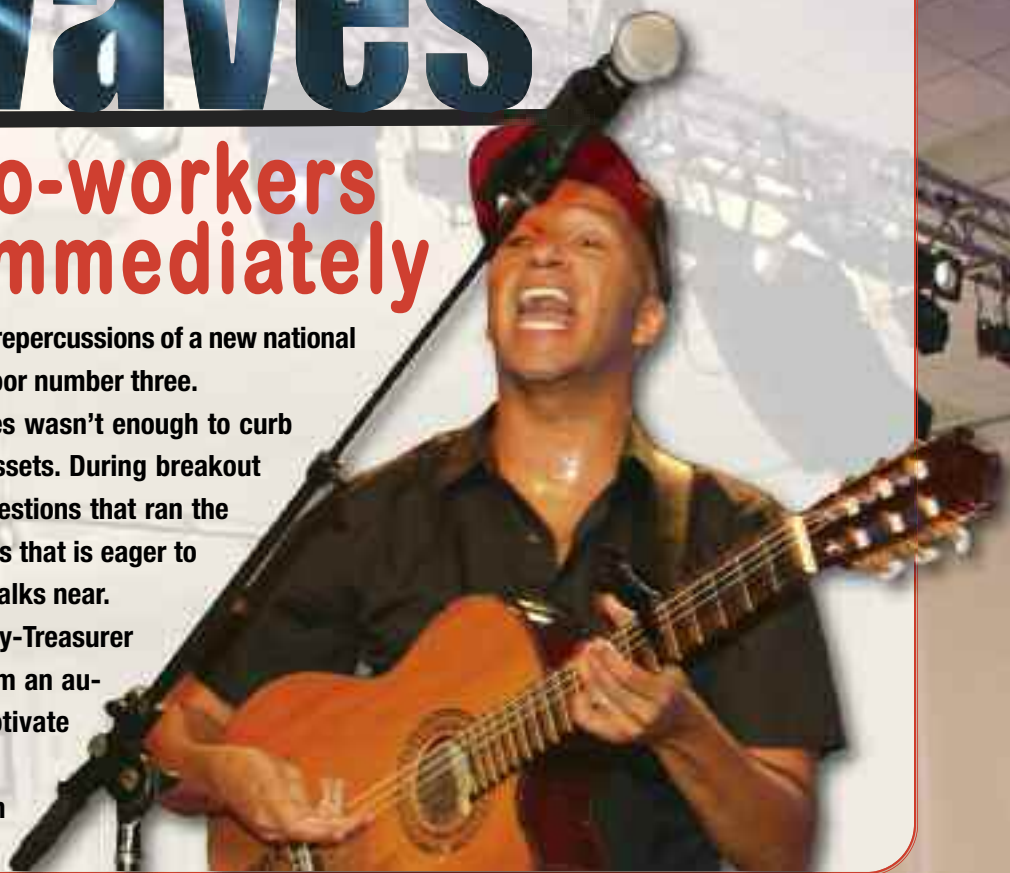
## to speak up for co-workers act violations immediately

predictable economy wasn't enough, the looming repercussions of a new national health care system remain the mystery behind door number three.

But, even the weight of the impending challenges wasn't enough to curb the enthusiasm of the union's most important assets. During breakout sessions, stewards peppered presenters with questions that ran the full gamut of topics, suggesting a steward's corps that is eager to accept more responsibilities as crucial contract talks near.

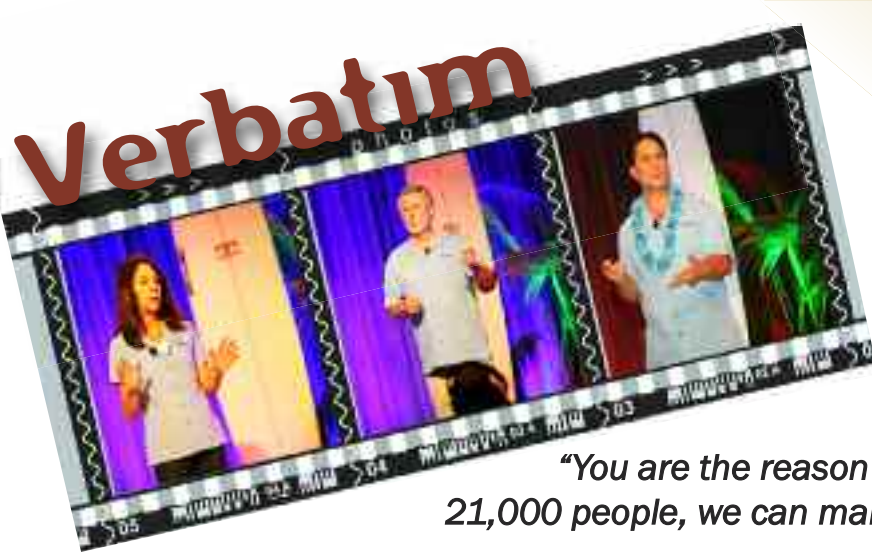
Speeches by President Greg Conger and Secretary-Treasurer Andrea Zinder received widespread approval from an audience eager to identify how they can best motivate members in support of an improved contract.

Unarguably, the highlight of the event was a "jam  
(Continued on page 12)





# Verbatim



*"... maybe you are thinking, 'Well, what the hell can I possibly do?' But, the reality is, all any of us have to do is try."*

—President Greg Conger

*"You are our backbone and the promise of the best we can be."*

—Secretary-Treasurer Andrea Zinder

*"You are the reason that we are able to make waves ... with 21,000 people, we can make some pretty damn big waves."*

—Executive VP Rick Eiden

## Ybarra accepts 'Steward of the Year' honors, promises to keep up hard work



*In a year in which Local 324 members played highly visible roles in many 'actions' locally and across the country, longtime union vet Javier Ybarra stood out among the throngs of committed activists to win the 2013 Matt Jefferson Award. "I am truly humbled to be receiving this award ... any one of the shop stewards who are present are deserving of standing up here today."*

## Stewards urged to 'make waves' when contract violations occur

(Continued from page 11)

session" by guitarist Tom Morello, who has been an outspoken supporter of UFCW members since the Strike/Lockout of 2003-04.

The venerable musician and activist had stewards on their feet for most of his performance, with many joining him onstage for his encore. Morello capped a day that left all infused with what several stewards described as a renewed sense of purpose.

Said Steward of the Year Javier Ybarra, "We now have a better idea of where our destination is and a roadmap to help us get there."

## Morello brings down the house

Legendary guitarist and social activist Tom Morello performed for a solid hour, closing out a day devoted largely to waking the social conscience in all of us. As the jam session ended, Morello spoke passionately to the crowd, "The wheel of history is in your hands ... what we do or fail to do during our time will determine what kind of world we live in."





# Hot Topics

Words of wisdom to help you keep your job



## Holiday pay and holiday week overtime for Food Division

—By Field Director Chuck Adinolfi

As the holiday season approaches, our office normally receives numerous calls about holiday pay and overtime on a holiday week. Holidays differ depending on when you were hired. Your pay for time worked, for holidays not worked, and overtime during the holiday week can be significantly different. This article is intended to clarify your entitlements.

Employees hired prior to March 1, 2004 shall receive the following holidays: New Year's Day, Memorial Day, Independence Day, Labor Day, Thanksgiving Day, Christmas, and three personal holidays. The holiday premium for time worked on the six named holidays shall be paid at three times the straight time rate of pay. Each employee shall give at least two weeks notice prior to the date that they would like to observe their personal holidays. Employees who fail to receive their personal holidays during the calendar year shall be paid for unused personal holidays immediately following the end of that year.

Pay for a holiday not worked for full time employees shall be eight hours and a regular work week will include an additional 32 hours to fulfill the 40 hour guarantee. Part time employees will receive an average of the preceding four weeks for that day that the holiday falls. If a part time employee is scheduled for 40 hours exclusive of the holiday, they will receive eight hours of pay for the

holiday not worked, regardless of their past schedules.

Overtime shall be paid to any full time employee who works over 40 hours in a holiday week exclusive of the holiday (not worked). Part time employees will receive overtime for all work performed on the fifth day of a holiday week exclusive of the holiday.

Employees hired on or after March 1, 2004 receive holidays based on the length of time worked for the company. Thanksgiving and Christmas after six months, 4th

of July after 12 months, Labor Day after 18 months, New Year's Day after two years, and Memorial Day after three and one half years. The pay for these holidays worked, once earned, shall be at double time the employee's regular rate of pay.

Pay for holidays not worked for full time employees shall be eight hours. Part time employees shall receive up to eight hours prorated to the number of hours worked in the holiday work week up to 40 hours.

Overtime shall be paid to all full time employees that work over 40 hours in a holiday week. Part time employees shall receive overtime for work performed on the fifth day exclusive of the holiday.

If you have any questions regarding this topic or if you have any questions regarding your contract, please call your Representative or the union office.



## Now Taking Apps for 2014

The Retiree's Club would like to invite you to participate in many of their activities. We offer travel at reduced rates. Last year was Amsterdam and next year South America. We offer gambling trips to casinos, day trips, Las Vegas and Laughlin, NV. The retiree club also offers bowling, monthly luncheons, including bingo, and entertainment. Questions? Please call the Retiree Office 9am-11am on Monday, Wednesday or Friday at (714) 995-4601 ext. 140 or call Barbara Hamilton (562) 991-5278 or Diana Eastman (714) 528-6720.

Be Sure to check out the website for more info!

[www.ufcw324.org/retiree\\_club.aspx](http://www.ufcw324.org/retiree_club.aspx)



# Elbow Grease





# Clean up duty on USS Iowa ushers in 'new partnership' between UFCW and military Veterans

**T**hey numbered about two dozen and their mission left no room for failure. Upon arriving at their early morning rendezvous, their military issue included just the bare bones essentials: a bucket of water, a pair of rubber gloves, and a white rag.

They had trained non-stop for their mission since word came down about a month ago. In that short time, they had grown into an elite squadron devoted to one cause: to honor veterans with their labor.

Around 25 Local 324 members, friends, and family gathered on the deck of the USS Iowa on Nov. 9 at the Pacific Battleship Center in San Pedro to pay tribute to military veterans as part of the inaugural Veterans + Labor "Partners in Service" Veteran's Day commemoration.

Veterans + Labor is a new coalition comprised of local politicians, various veteran groups, and the California labor movement. It hopes to both honor the many veterans who have served this country as well as draw attention to the plight of veterans currently suffering from unemployment, homelessness, and poverty here at home.

Members of the 324 detachment were joined by about 1,000 other local volunteers who together in two shifts restored the shine to the ship's upper deck. All were given a tour of the only battleship to serve in both the Pacific and Atlantic campaigns during World War II.

"It's my way of just saying thanks for your service," said steward Sheryl Williams from Albertsons 6507 in Irvine who represented Local 324 at the event.

The cleaning of the USS Iowa was the second event hosted in the "Partners in Service" commemoration, the first was the cleaning of the VFW Hall in Anaheim on Nov. 7, and the final event was a community celebration held at the OC Fair Event Center on Veteran's Day, including a "Veterans + Labor Motorcycle Run" from the OC labor fed to the event, featuring the Teamster Horsemen, Chapter 42.

"As individuals most of us have had multiple occasions to say thank you to a family member or friend who has served," said President Greg Conger. "It is just as vital that we come together collectively to speak in the voice of our union and directly to our vets."

Other events were held by Veterans + Labor leading up to and over the long weekend across the state.





# Downtown Rally

More than a thousand union members and their supporters took to the streets Oct. 22 in Inglewood, waving placards and chanting as they marched.

Community activists, local clergy, and elected officials sponsored the event to encourage El Super to sign a fair contract for its roughly 600 unionized workers in seven stores.

Mexico City-based El Super has experienced rapid growth in its Southern California operation over the past five years after its purchase of Gigante super markets following that company's departure from the U.S.

The contract talks are currently stalled over issues of livable wages, paid sick leave, affordable health care coverage, and respect and dignity on the job, according to union officials.





# Targets El Super

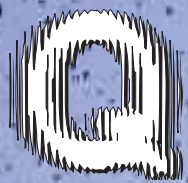
Since bargaining began, the union has seen no significant movement on the part of the employer. Dissatisfied with the company's intransigence, El Super members have decided that now is the time to escalate their actions to ensure they receive a fair contract. The Inglewood rally was another step toward their goal.

President Greg Conger said members at El Super know how crucial this contract will be to their future and they are tired of observing from the sidelines. "These workers are not willing to watch their company succeed beyond anyone's expectations and not share in that success in a meaningful way," Conger said.





# Word on the street



- **How has your union contract improved your life?**



**It guarantees I get to work eight hours a day.**

**Alejandro Cortez**

**Respect on the job and a secured raise.**

**Victor Diaz**

**It has given me guaranteed hours.**

**Pedro Tanes**

**We're no longer alone. We have support with work related problems, better wages, and our wages and hours are secured.**

**Adrian Rocha**

**I have paid vacation. I have better and more hours a week. But, we are still fighting for paid sick days.**

**Patricia Torres**

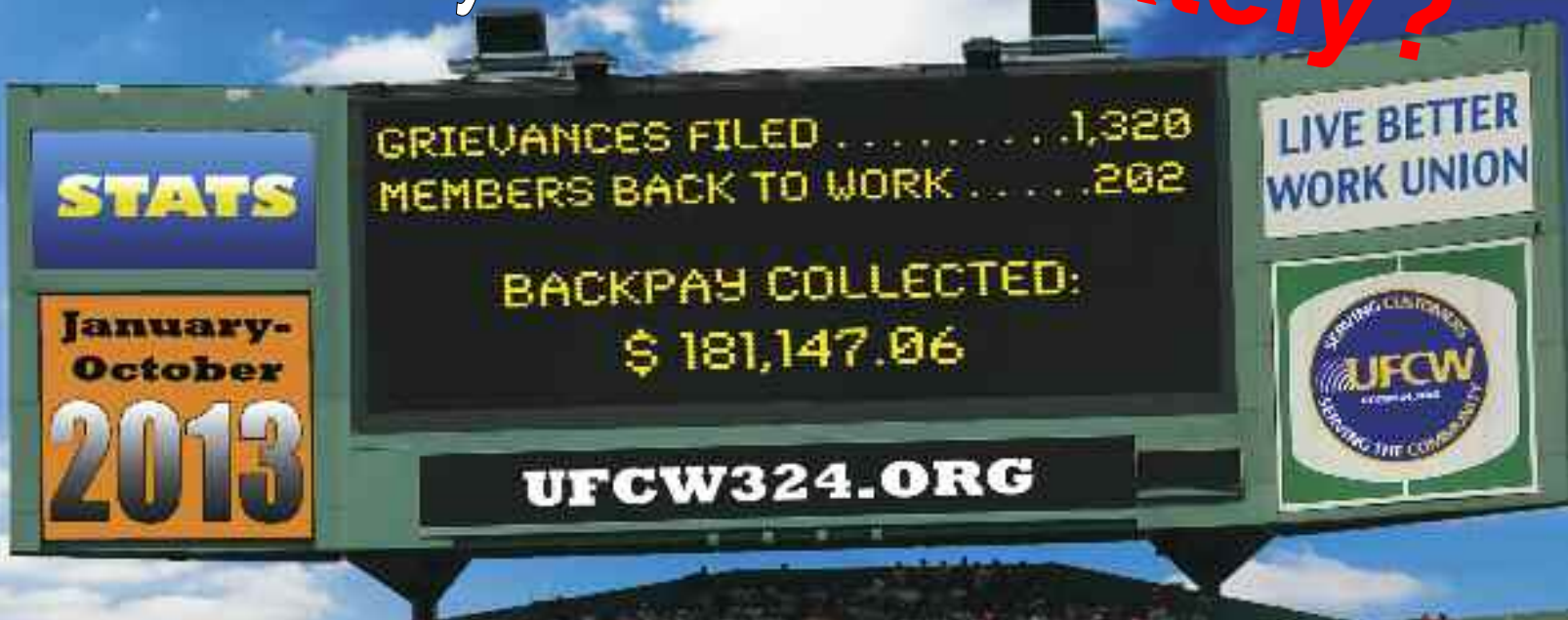




# Off the wall



What have you done for me **Lately?**





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